

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

Industries and Commerce Department - Restructuring of Andhra Pradesh Mineral Development Corporation Limited (APMDC Ltd.,) duly increasing the executive cadre strength, creation and recruitment of new posts, introduction of Performance Related Pay (PRP) and Memorandum of Understanding (MoU) to strengthen and support the growth & diversification strategy of APMDC Limited - Approved - Orders - Issued.

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INDUSTRIES AND COMMERCE (MINES.I) DEPARTMENT

G.O.Ms.No.39

Dated:08/07/2022

Read the following:

1. From the VC&MD, APMDC, Lr.No.APMDC/HRD/OR/2020/1552, Dt:15.09.2020.
2. From the VC&MD, APMDC, revised proposal submitted in Govt., e-file No.INC01-MG0MMDE/24/2020-M-III, (Comp.No.1236731), Dated:03.04.2022.

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ORDER:

In the reference 1st & 2nd read above, the Vice Chairman & Managing Director, Andhra Pradesh Mineral Development Corporation Limited (APMDC Ltd.,) while submitting the detailed justification for consideration of proposal for restructuring of Andhra Pradesh Mineral Development Corporation Limited (APMDC Ltd.,) duly increasing the executive cadre strength, creation and recruitment of new posts, introduction of Performance Related Pay (PRP) and Memorandum of Understanding (MoU) to strengthen and support the growth & diversification strategy of APMDC Limited, has requested the Govt., to approve the same and issue necessary orders in the matter.

2. Government after careful examination of the proposal hereby accorded permission to the VC&MD, APMDC Limited on the following:-

- a) To revise Organization Structure in APMDC Ltd., as proposed in **Appendix**.
- b) To create of 92 additional posts in executive cadre in addition to existing 58 posts (totally 150 posts) (as detailed **in Annexure-I**).
- c) To create new categories of posts, i.e (3) Vice-Presidents (Head of Strategic Business Units), (1) Chief Financial Officer (CFO) and (2) Business Excellence Executives on contract basis duly designating the Vice-Presidents & Chief Financial Officer as Directors on the Board of APMDC Limited and Pay & Allowances for these posts shall be finalized by the Board of Directors of APMDC, based on comparable companies (APGENCO, SCCL etc.) and market conditions:-
- d) To recruit executive manpower on "Regular" rolls, as detailed in **Annexure-II**.
- e) To fix the following conditions for recruitment of posts during recruitment:-
 - i. To recruit "Senior Professionals" (VPs, CFO etc.) on Contract basis through reputed "Recruitment Process Outsourcing (RPO)" agencies.
 - ii. To recruit "Business Excellence Executives" on Contract basis, through Campus Recruitment at reputed management institutes such as Indian Institute of Managements (IIMs) or equivalent.
 - iii. To recruit "Regular" employees only at "Assistant Manager" i.e., entry level. All such "Regular" recruitment for technical posts shall be done through "Campus Recruitment" at reputed institutes such as IITs/NITs/University Campuses. (Except for (4) GMs proposed for recruitment in FY 2022-23 or as approved by the State Government, to meet immediate requirement).

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- iv. To recruit the posts proposed on "Contract" basis (63 No's) with fixed duration, as & when required, through a fair & transparent mechanism as fixed by Government.
- f) To introduce an annual target setting exercise in the form of Memorandum of Understanding (MoU) between State Government and APMDC Ltd., outlining the "Financial" and "Operational" targets.
- g) To authorize the Board of Directors, APMDC to formulate a "Performance Related Pay" scheme for APMDC employees and submit for approval from Mines Dept., GoAP with concurrence of the Finance Dept., GoAP, prior to its implementation. The Scheme shall, inter-alia, include:
 - i. To Introduce an MOU system between GoAP and APMDC, in line with the proposed guidelines available for SLPEs.
 - ii. To Introduce an annual target setting exercise/MOU for each SBU with APMDC.
 - iii. To Introduce Performance Management System (PMS) for executives of APMDC.
 - iv. To follow the Methodology for calculation of PRP for each employee based on the above parameters.
 - v. To formulate "Career Progression Plan" covering the promotion and/or other financial benefits for employees based on applicable factors, including years of service, performance etc.
- h) To review the progress and results of the restructuring exercise after a period of (2) years post approval of State Government and based on the learning's, as well as the progress of development of new projects, to request the State Government for approval of necessary changes in cadre strength, mode of recruitment and other relevant parameters, if necessary.

3. The Vice Chairman & Managing Director, Andhra Pradesh Mineral Development Corporation Limited (APMDC Ltd.), shall take further necessary action in the matter.

4. This order issues with the concurrence of Finance (FMU.I&C) Department vide their U.O.No. U.O.No.1629040/HR.II/FIN01-HR0PDPP(RRD)/12/2022, Dated:08.07.2022.

GOPAL KRISHNA DWIVEDI
PRINCIPAL SECRETARY TO GOVERNMENT

To
The Vice Chairman & Managing Director, Andhra Pradesh Mineral Development Corporation Limited (APMDC Ltd.), Vijayawada

Copy to:-

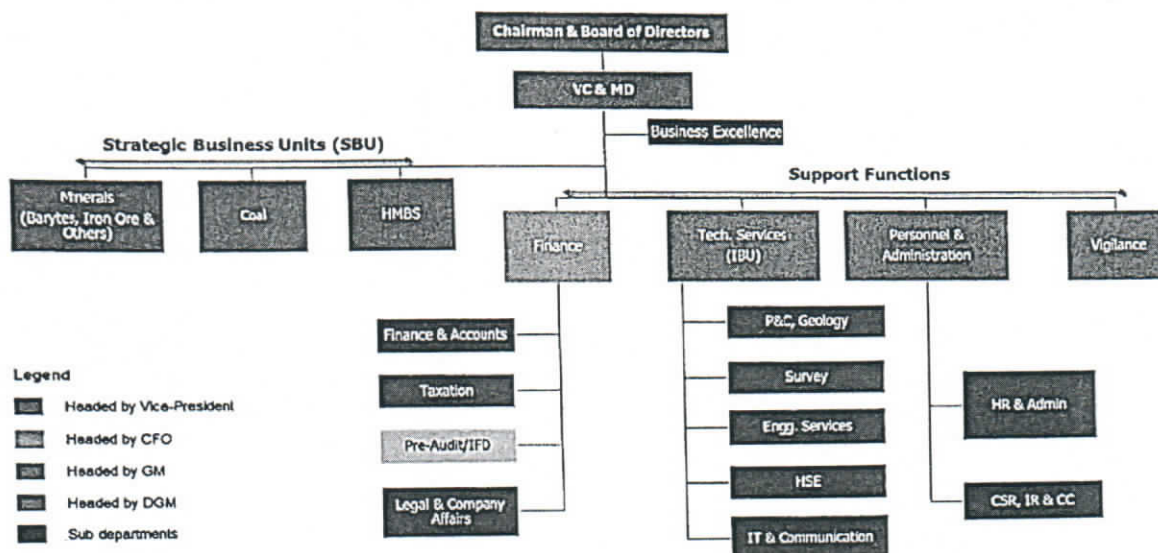
The Director of Mines and Geology, Ibrahimpattam
The Director of Treasuries & Accounts, Ibrahimpattam, Vijayawada.
The Pay & Accounts Officer, Ibrahimpattam,
The A.G. (A&E)/Principal A.G.(G&SSA)/(E&RSA), A.P., Vijayawada.
The Finance (HR-II/FMU-Ind. & Com.) Department.
The General Administration (Cabinet) Department
(w.r.f. U.O.No.192/2022, Dt.24.06.2022)

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//FORWARDED BY::ORDER//


SECTION OFFICER

APPENDIX



GOPAL KRISHNA DWIVEDI
PRINCIPAL SECRETARY TO GOVERNMENT

Annexure-I to G.O.Ms.No.39 Ind. & Com. (Estt) Dept., Dated:08/07/2022

Detailed list of Proposed Manpower in Executive Cadre (150 No's)

S.No	Location	Department	Designation	Mode of Recruitment	No. of Posts
1.	HO	Personnel & Admin	Asst. Manager- HR & Admin	Regular	1
2.	HO	Finance	Asst. Manager-Company Secretary	Regular	1
3.	HO	Technical Services	Asst. Manager-Corporate Planning	Regular	1
4.	HO	Technical Services	Asst. Manager-Design Cell	Contractual	1
5.	HO	Technical Services	Asst. Manager-ERP & Systems Admin	Contractual	1
6.	HO	Technical Services	Asst. Manager-HSE	Regular	1
7.	HO	Finance	Asst. Manager-Internal Audit	Regular	1
8.	HO	Minerals	Asst. Manager-Procurement & CA	Regular	1
9.	HO	Coal	Asst. Manager-Procurement & CA	Regular	1
10.	HO	Personnel & Admin	Asst. Manager-PR Officer	Regular	1
11.	HO	Finance	Asst. Manager-Receipts & Payments	Regular	1
12.	HO	Coal	Asst. Manager-Sales & Marketing	Contractual	1
13.	HO	Minerals	Asst. Manager-Sales & Marketing	Contractual	1
14.	HO	Technical Services	Asst. Manager-Survey	Regular	1
15.	HO	Finance	Asst. Manager-Taxation	Regular	1
16.	HO	Vigilance	Asst. Manager-Vigilance	Regular	1
17.	HO	VC&MD/VP Staff	Business Excellence Executive	Contractual	2
18.	HO	Finance	CFO-Finance	Contractual	1
19.	HO	Finance	DGM - IFD	Regular	1
20.	HO	Personnel & Admin	DGM-Personnel & Admin	Regular	1
21.	HO	Vigilance	DGM-Vigilance	Regular	1
22.	HO	Coal	GM- Sales & Marketing	Regular	1
23.	HO	Minerals	GM- Sales & Marketing	Regular	1
24.	HO	Technical Services	GM-Technical Services	Regular	1
25.	HO	Minerals	GM-Procurement & CA	Regular	1
26.	HO	Technical Services	Manager (P&C, Geology)	Regular	1
27.	HO	Personnel & Admin	Manager- HR & Admin	Regular	1
28.	HO	Technical Services	Manager-Engg. Services	Regular	1
29.	HO	Personnel & Admin	Manager-Estate Officer	Regular	1
30.	HO	Finance	Manager-Finance & Accounts	Regular	1
31.	HO	Technical Services	Manager-HSE	Regular	1
32.	HO	Technical Services	Manager-IT	Contractual	1
33.	HO	Finance	Manager-Legal & Company Affairs	Contractual	1
34.	HO	Technical Services	Manager-Survey	Regular	1
35.	HO	Finance	Manager-Taxation	Regular	1
36.	HO	HMBS	Vice President - HMBS	Contractual	1
37.	HO	Coal	Vice-President - Coal	Contractual	1
38.	HO	Minerals	Vice-President - Minerals	Contractual	1
39.	Mangampet	Mining	Asst. Manager-Blasting	Regular	1
40.	Mangampet	Technical Services	Asst. Manager-Dispatches	Contractual	3
41.	Mangampet	Personnel & Admin	Asst. Manager-HR & Admin	Regular	1

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S. No	Location	Department	Designation	Mode of Recruitment	No. of Posts
42.	Mangampet	Engineering Dept.	Asst. Manager-Mechanical Engineer	Regular	1
43.	Mangampet	Mining	Asst. Manager-Mining	Regular	3
44.	Mangampet	Technical Services	Asst. Manager-Shift Geologist	Contractual	3
45.	Mangampet	Personnel & Admin	Asst. Manager-Welfare officer	Regular	1
46.	Mangampet	Mining	GM-Project Officer	Regular	1
47.	Mangampet	Engineering Dept.	Manager-Electrical Engineer	Regular	1
48.	Mangampet	Finance	Manager-F&A	Contractual	1
49.	Mangampet	Technical Services	Manager-Safety	Regular	1
50.	Mangampet	Technical Services	Manager-Survey officer	Regular	3
51.	Coal - Suliari	Mining	Asst. Manager-Blasting	Regular	1
52.	Coal - Suliari	Technical Services	Asst. Manager-Dispatches	Contractual	3
53.	Coal - Suliari	Personnel & Admin	Asst. Manager-HR & Admin	Regular	1
54.	Coal - Suliari	Engineering Dept.	Asst. Manager-Mechanical Engineer	Regular	1
55.	Coal - Suliari	Mining	Asst. Manager-Mining	Regular	3
56.	Coal - Suliari	Technical Services	Asst. Manager-Shift Geologist	Contractual	3
57.	Coal - Suliari	Personnel & Admin	Asst. Manager-Welfare officer	Regular	1
58.	Coal - Suliari	Mining	GM-Project Officer	Regular	1
59.	Coal - Suliari	Engineering Dept.	Manager-Electrical Engineer	Regular	1
60.	Coal - Suliari	Finance	Manager-F&A	Contractual	1
61.	Coal - Suliari	Technical Services	Manager-Safety	Regular	1
62.	Coal - Suliari	Technical Services	Manager-Survey officer	Regular	3
63.	Coal- Brahmadiha	Mining	Asst. Manager-Blasting	Regular	1
64.	Coal- Brahmadiha	Technical Services	Asst. Manager-Dispatches	Contractual	3
65.	Coal- Brahmadiha	Engineering Dept.	Asst. Manager-Electrical Engineer	Regular	1
66.	Coal- Brahmadiha	Personnel & Admin	Asst. Manager-HR & Admin	Regular	1
67.	Coal- Brahmadiha	Engineering Dept.	Asst. Manager-Mechanical Engineer	Contractual	1
68.	Coal- Brahmadiha	Mining	Asst. Manager-Mining	Regular	3
69.	Coal- Brahmadiha	Technical Services	Asst. Manager-Shift Geologist	Contractual	3
70.	Coal- Brahmadiha	Technical Services	Asst. Manager-Survey officer	Contractual	3
71.	Coal- Brahmadiha	Personnel & Admin	Asst. Manager-Welfare officer	Regular	1
72.	Coal- Brahmadiha	Mining	DGM-Mining	Regular	1
73.	Coal- Brahmadiha	Finance	Manager-F&A	Contractual	1
74.	Coal- Brahmadiha	Technical Services	Manager-Safety	Regular	1
75.	Iron Ore	Mining	Asst. Manager-Blasting	Regular	1
76.	Iron Ore	Technical Services	Asst. Manager-Dispatches	Contractual	3
77.	Iron Ore	Engineering Dept.	Asst. Manager-Electrical Engineer	Regular	1
78.	Iron Ore	Personnel & Admin	Asst. Manager-HR & Admin	Contractual	1
79.	Iron Ore	Engineering Dept.	Asst. Manager-Mechanical Engineer	Contractual	1

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S.No	Location	Department	Designation	Mode of Recruitment	No. of Posts
80.	Iron Ore	Mining	Asst. Manager-Mining	Regular	3
81.	Iron Ore	Technical Services	Asst. Manager-Shift Geologist	Contractual	3
82.	Iron Ore	Technical Services	Asst. Manager-Survey officer	Contractual	1
83.	Iron Ore	Personnel & Admin	Asst. Manager-Welfare officer	Contractual	1
84.	Iron Ore	Mining	DGM-Mining	Regular	1
85.	Iron Ore	Finance	Manager-F&A	Contractual	1
86.	Iron Ore	Technical Services	Manager-Safety	Regular	1
87.	HMBS	Mining	Asst. Manager-Blasting	Regular	1
88.	HMBS	Technical Services	Asst. Manager-Dispatches	Contractual	3
89.	HMBS	Engineering Dept.	Asst. Manager-Electrical Engineer	Contractual	1
90.	HMBS	Personnel & Admin	Asst. Manager-HR & Admin	Contractual	1
91.	HMBS	Engineering Dept.	Asst. Manager-Mechanical Engineer	Contractual	1
92.	HMBS	Mining	Asst. Manager-Mining	Regular	3
93.	HMBS	Technical Services	Asst. Manager-Shift Geologist	Regular	3
94.	HMBS	Technical Services	Asst. Manager-Survey officer	Regular	1
95.	HMBS	Personnel & Admin	Asst. Manager-Welfare officer	Regular	1
96.	HMBS	Mining	DGM-Mining	Regular	1
97.	HMBS	Finance	Manager-F&A	Contractual	1
98.	HMBS	Technical Services	Manager-Safety	Regular	1
99.	Blue Granite (SKLM)	Technical Services	Asst. Manager-Dispatches	Contractual	1
100.	Blue Granite (SKLM)	Mining	Asst. Manager-Shift Officer	Regular	1
101.	Calcite	Technical Services	Asst. Manager-Dispatches	Contractual	1
102.	Calcite	Finance	Asst. Manager-F&A	Contractual	1
103.	Calcite	Technical Services	Asst. Manager-Survey	Contractual	1
104.	Calcite	Mining	Manager-Mines Manager	Regular	1
105.	CMK	Technical Services	Asst. Manager-Dispatches	Contractual	2
106.	CMK	Finance	Asst. Manager-F&A	Regular	1
107.	CMK	Mining	Asst. Manager-Shift Officer	Regular	2
108.	CMK	Technical Services	Asst. Manager-Survey	Contractual	1
109.	CMK	Mining	Manager-Project Officer	Regular	1
110.	DTM	Technical Services	Asst. Manager-Dispatches	Contractual	1
111.	DTM	Mining	Asst. Manager-Shift Officer	Regular	1
Total No. of Executive Posts					150

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PRINCIPAL SECRETARY TO GOVERNMENT

Annexure-II to G.O.Ms.No.39 Ind. & Com. (Estt) Dept., Dated:08/07/2022

Detailed list of Posts Proposed for Regular Recruitment (57 No's)

Sl.No	Location	Department	Designation	Level	No.of Post to be Recruited	Recruitment Year
1.	HO	Minerals	Asst. Manager-Procurement & CA	Asst. Manager	1	FY 2022-23
2.	Coal - Suliyari	Engineering Dept.	Asst. Manager-Mech. Engineer	Asst. Manager	1	
3.	HMBS	Tech. Services	Asst. Manager-Shift Geologist	Asst. Manager	1	
4.	HO	Tech. Services	Asst. Manager-Corporate Planning	Asst. Manager	1	
5.	HO	Tech. Services	Asst. Manager-Survey	Asst. Manager	1	
6.	Blue Granite (SKLM)	Mining	Asst. Manager-Shift Officer	Asst. Manager	1	
7.	Coal - Brahmadaha	Mining	Asst. Manager-Blasting	Asst. Manager	1	
8.	Coal - Suliyari	Mining	Asst. Manager-Blasting	Asst. Manager	1	
9.	DTM	Mining	Asst. Manager-Shift Officer	Asst. Manager	1	
10.	HMBS	Tech. Services	Asst. Manager-Survey officer	Asst. Manager	1	
11.	HO	Coal	Asst. Manager-Procurement & CA	Asst. Manager	1	
12.	HO	Tech. Services	Asst. Manager-HSE	Asst. Manager	1	
13.	HO	Vigilance	Asst. Manager-Vigilance	Asst. Manager	1	
14.	HO	Coal	GM- Sales & Marketing	GM	1	
15.	HO	Minerals	GM- Sales & Marketing	GM	1	
16.	Coal - Suliyari	Mining	GM-Project Officer	GM	1	
17.	HO	Minerals	GM-Procurement & CA	GM	1	
18.	HO	Tech. Services	Manager-HSE	Manager	1	
19.	HO	Finance	Manager-Taxation	Manager	1	
20.	Coal - Brahmadaha	Tech. Services	Manager-Safety	Manager	1	
21.	Coal - Suliyari	Tech. Services	Manager-Safety	Manager	1	
22.	Coal - Suliyari	Engineering Dept.	Manager-Electrical Engineer	Manager	1	
23.	Mangampet	Tech. Services	Manager-Safety	Manager	1	
24.	Mangampet	Engineering Dept.	Manager-Electrical Engineer	Manager	1	
25.	HO	Tech. Services	Manager (P&C, Geology)	Manager	1	
26.	HO	Tech. Services	Manager-Engg. Services	Manager	1	
27.	HO	Tech. Services	Manager-Survey	Manager	1	
28.	HO	Finance	Manager-Finance & Accounts	Manager	1	
29.	HO	Personnel & Admin	Manager-Estate Officer	Manager	1	
30.	HO	Personnel & Admin	Manager- HR & Admin	Manager	1	
31.	CMK	Mining	Asst. Manager-Shift Officer	Asst. Manager	2	
32.	Coal - Brahmadaha	Mining	Asst. Manager-Mining	Asst. Manager	3	

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Sl.No	Location	Department	Designation	Level	No.of Post to be Recruited	
33.	Coal - Sullyari	Mining	Asst. Manager-Mining	Asst. Manager	3	
34.	Coal - Sullyari	Tech. Services	Manager-Survey officer	Manager	3	
Sub-Total (Recruitment in FY 2022-23)					44	
35.	Mangampet	Tech. Services	Manager-Survey officer	Manager	3	Post FY 2022-23
36.	HMBS	Mining	Asst. Manager-Mining	Asst. Manager	3	
37.	HMBS	Personnel & Admin	Asst. Manager-Welfare officer	Asst. Manager	1	
38.	Iron Ore	Mining	Asst. Manager-Mining	Asst. Manager	3	
39.	HMBS	Mining	Asst. Manager-Blasting	Asst. Manager	1	
40.	Iron Ore	Mining	Asst. Manager-Blasting	Asst. Manager	1	
41.	HMBS	Tech. Services	Manager-Safety	Manager	1	
42.	Iron Ore	Tech. Services	Manager-Safety	Manager	1	
43.	HMBS	Tech. Services	Asst. Manager-Shift Geologist	Asst. Manager	2	
Sub-Total (Recruitment post FY 2022-23)					13	
Total Recruitment					57	

GOPAL KRISHNA DWIVEDI
PRINCIPAL SECRETARY TO GOVERNMENT